
Office of Employee Appeals

www.oea.dc.gov
Telephone: 202-727-0004

Table CH0-1

Description	FY 2020 Actual	FY 2021 Actual	FY 2022 Approved	FY 2023 Approved	% Change from FY 2022
OPERATING BUDGET	\$2,175,616	\$2,234,219	\$2,234,311	\$2,310,711	3.4
FTEs	15.1	15.0	14.4	15.0	4.2
CAPITAL BUDGET	\$0	\$0	\$0	\$0	N/A
FTEs	0.0	0.0	0.0	0.0	N/A

The mission of the Office of Employee Appeals (OEA) is to render impartial, legally sufficient, and timely decisions on appeals filed by District of Columbia government employees. OEA has jurisdiction over appeals in which an employee has been removed as a result of an adverse action for cause, placed on enforced leave for 10 days or more, suspended for 10 days or more, reduced in grade, subjected to a reduction in force, or appeals affecting a designation of the employee's position as safety-sensitive.

Summary of Services

OEA offers District government agencies and employees the following three-part appeal process: mediation, adjudication, and petitions for review. The mediation process allows the employee and the agency an opportunity to resolve their disputes without going through the lengthy and costly adjudication process. The adjudication process results in disputes being resolved by an administrative judge who issues an initial decision and finds in favor of either the agency or employee. The petition for review process provides an impartial review of initial decisions by OEA's Board.

The agency's FY 2023 approved budget is presented in the following tables:

FY 2023 Approved Gross Funds Operating Budget and FTEs, by Revenue Type

Table CH0-2 contains the approved FY 2023 budget by revenue type compared to the FY 2022 approved budget. It also provides FY 2020 and FY 2021 actual data.

Table CH0-2

(dollars in thousands)

	Dollars in Thousands						Full-Time Equivalents					
	Actual FY 2020	Actual FY 2021	Approved FY 2022	Approved FY 2023	Change from FY 2022	% Change*	Actual FY 2020	Actual FY 2021	Approved FY 2022	Approved FY 2023	Change from FY 2022	% Change
Appropriated Fund												
GENERAL FUND												
Local Funds	2,176	2,234	2,234	2,311	76	3.4	15.1	15.0	14.4	15.0	0.6	4.2
TOTAL FOR GENERAL FUND	2,176	2,234	2,234	2,311	76	3.4	15.1	15.0	14.4	15.0	0.6	4.2
GROSS FUNDS	2,176	2,234	2,234	2,311	76	3.4	15.1	15.0	14.4	15.0	0.6	4.2

*Percent change is based on whole dollars.

Note: If applicable, for a breakdown of each Grant (Federal and Private) and Special Purpose Revenue type, please refer to **Schedule 80 Agency Summary by Revenue Source** in the **FY 2023 Operating Appendices** located on the Office of the Chief Financial Officer's website.

FY 2023 Approved Operating Budget, by Comptroller Source Group

Table CH0-3 contains the approved FY 2023 budget at the Comptroller Source Group (object class) level compared to the FY 2022 approved budget. It also provides FY 2020 and FY 2021 actual expenditures.

Table CH0-3

(dollars in thousands)

	Actual FY 2020	Actual FY 2021	Approved FY 2022	Approved FY 2023	Change from FY 2022	Percentage Change*
Comptroller Source Group						
11 - Regular Pay - Continuing Full Time	1,633	1,675	1,645	1,676	31	1.9
12 - Regular Pay - Other	133	136	109	149	40	36.8
13 - Additional Gross Pay	7	1	0	0	0	N/A
14 - Fringe Benefits - Current Personnel	326	337	363	369	6	1.5
15 - Overtime Pay	1	0	0	0	0	N/A
SUBTOTAL PERSONAL SERVICES (PS)	2,099	2,150	2,117	2,193	76	3.6
20 - Supplies and Materials	1	15	6	6	0	0.0
40 - Other Services and Charges	61	23	55	55	0	0.0
41 - Contractual Services - Other	14	44	30	30	0	0.0
70 - Equipment and Equipment Rental	0	2	26	26	0	0.0
SUBTOTAL NONPERSONAL SERVICES (NPS)	76	84	118	118	0	0.0
GROSS FUNDS	2,176	2,234	2,234	2,311	76	3.4

*Percent change is based on whole dollars.

FY 2023 Approved Operating Budget and FTEs, by Division/Program and Activity

Table CH0-4 contains the approved FY 2023 budget by division/program and activity compared to the FY 2022 approved budget. It also provides FY 2020 and FY 2021 actual data. For a more comprehensive explanation of divisions/programs and activities, please see the Division/Program Description section, which follows the table.

Table CH0-4

(dollars in thousands)

Division/Program and Activity	Dollars in Thousands					Full-Time Equivalents				
	Actual FY 2020	Actual FY 2021	Approved FY 2022	Approved FY 2023	Change from FY 2022	Actual FY 2020	Actual FY 2021	Approved FY 2022	Approved FY 2023	Change from FY 2022
(1000) AGENCY MANAGEMENT										
(1020) Contracting & Procurement	76	82	92	117	25	0.0	0.0	0.0	0.0	0.0
(1040) Information Technology	69	66	66	69	3	1.0	1.0	1.0	1.0	0.0
(1085) Customer Service	68	70	61	61	1	1.0	1.0	1.0	1.0	0.0
(1090) Performance Management	238	226	272	277	4	2.0	2.0	2.0	2.0	0.0
(1100) Office of Employee Appeals	732	750	728	684	-44	5.0	5.0	5.0	5.0	0.0
SUBTOTAL (1000) AGENCY MANAGEMENT	1,184	1,194	1,219	1,208	-11	9.1	9.0	9.0	9.0	0.0
(2000) ADJUDICATION										
(2001) Adjudication Process	926	965	949	1,013	64	5.5	5.5	5.2	5.5	0.3
(2002) Appeals	0	2	26	1	-25	0.0	0.0	0.0	0.0	0.0
(2003) Mediation	65	73	41	89	48	0.5	0.5	0.2	0.5	0.3
SUBTOTAL (2000) ADJUDICATION	991	1,040	1,016	1,103	87	6.0	6.0	5.4	6.0	0.6
TOTAL APPROVED OPERATING BUDGET	2,176	2,234	2,234	2,311	76	15.1	15.0	14.4	15.0	0.6

(Change is calculated by whole numbers and numbers may not add up due to rounding)

Note: For more detailed information regarding the approved funding for the activities within this agency's programs, please see **Schedule 30-PBB Program Summary by Activity** in the **FY 2023 Operating Appendices** located on the Office of the Chief Financial Officer's website. "No Activity Assigned" indicates budget or actuals that are recorded at the division/program level.

Program Description

The Office of Employee Appeals operates through the following 2 programs:

Adjudication – provides mediation sessions, impartial hearings, and adjudication appeals for District government employees who challenge an agency's final decision on personnel matters.

This program contains the following 3 activities:

- **Adjudication Process**– provides impartial, fair decisions to employees for timely resolution of their appeal; and
- **Appeals**– provides an impartial review by the Office of Employee Appeals Board of the decisions filed; and
- **Mediation**– provides both parties an opportunity to resolve or settle disputes without going through the lengthy and costly adjudication process.

Agency Management – provides for administrative support and the required tools to achieve operational and programmatic results. This program is standard for all agencies using performance-based budgeting.

Program Structure Changes

The Office of Employee Appeals has no program structure changes in the FY 2023 approved budget.

FY 2022 Approved Budget to FY 2023 Approved Budget, by Revenue Type

Table CH0-5 itemizes the changes by revenue type between the FY 2022 approved budget and the FY 2023 approved budget. For a more comprehensive explanation of changes, please see the FY 2023 Approved Budget Changes section, which follows the table.

Table CH0-5

(dollars in thousands)

DESCRIPTION	DIVISION/PROGRAM	BUDGET	FTE
LOCAL FUNDS: FY 2022 Approved Budget and FTE		2,234	14.4
No Change		0	0.0
LOCAL FUNDS: FY 2023 Recurring Budget		2,234	14.4
Increase: To align personal services and Fringe Benefits with projected costs	Multiple Programs	76	0.6
LOCAL FUNDS: FY 2023 Mayor's Proposed Budget		2,311	15.0
No Change		0	0.0
LOCAL FUNDS: FY 2023 District's Approved Budget		2,311	15.0

GROSS FOR CH0 - OFFICE OF EMPLOYEE APPEALS		2,311	15.0
---	--	--------------	-------------

(Change is calculated by whole numbers and numbers may not add up due to rounding)

Note: For more detailed information regarding the approved funding for interagency projects funded within this agency, please see Appendix J, FY 2023 Interagency Budgets, in the Executive Summary budget volume.

FY 2023 Approved Operating Budget Changes

Table CH0-6 contains the approved FY 2023 budget by fund compared to the FY 2022 approved budget.

Table CH0-6

Appropriated Fund	FY 2022 Approved	FY 2023 Approved	% Change from FY 2022
Local Funds	\$2,234,311	\$2,310,711	3.4
GROSS FUNDS	\$2,234,311	\$2,310,711	3.4

Recurring Budget

The Office of Employee Appeal's budget reflects no change from the FY 2022 approved budget to the FY 2023 recurring budget.

Mayor's Proposed Budget

Increase: OEA's Local funds budget proposal includes a net increase of \$76,399 and 0.6 Full-Time Equivalent (FTE) across multiple programs to support projected salary, step and Fringe Benefit costs, including two partial Hearing Examiner positions.

District's Approved Budget

No Change: The Office of Employee Appeal's budget reflects no change from the Mayor's proposed budget to the District's approved budget.